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New Survey Reports Wages for the Youngstown-Warren, OH Metropolitan Area

Workers in the Youngstown-Warren, Ohio metropolitan area averaged \$14.68 per hour during June 1998, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$16.74 per hour and accounted for 38 percent of the employees studied. Blue-collar workers averaged \$14.95 per hour and represented 44 percent of workers in the metropolitan area. The remaining 18 percent of employees worked in service occupations and earned \$8.81 per hour.

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. The survey sampled 135 establishments chosen to represent 755 organizations employing 124,025 workers within the Youngstown-Warren, OH Metropolitan Statistical Area (MSA) consisting of Columbiana, Mahoning, and Trumbull Counties. Similar surveys are available for Cincinnati-Hamilton, Cleveland-Akron, Columbus, and Dayton-Springfield in Ohio.

The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive compensation program. Wage data provided by National Compensation Surveys may be used by businesses for establishing pay plans, making decisions regarding the establishment of new locations, and in collective bargaining negotiations. Individuals may use such data to negotiate pay with their employers and to help choose potential careers. The Federal government uses this data to help determine appropriate salary levels for its own employees.

Occupational Pay

Within white-collar professions, drafters earned \$23.58, registered nurses earned \$19.36, bookkeepers, accounting and auditing clerks averaged \$11.03 and cashiers received \$ 7.01 per hour. (See table A-1.)

In addition to providing average pay rates, publication tables also provide details on the distribution of pay levels within an occupation at various percentiles. For example, secretaries were paid \$10.40 per hour on average. The top 10 percent of secretaries earned \$15.34 or more and the bottom 10 percent earned \$7.00 per hour or less.

Among blue-collar occupations, electricians received \$21.73 an hour, welders and cutters \$14.79, truck drivers \$13.56, and stock handlers and baggers \$10.01. Service workers included janitors and cleaners at \$8.51, nursing aides, orderlies and attendants at \$7.83 per hour, and cooks at \$7.55.

Average Pay for Selected Characteristics

Private industry workers earned \$14.14 per hour and accounted for 82 percent of the workers in the Youngstown-Warren area. State and local government workers made up the remainder and averaged \$17.58 hourly. White-collar workers in private industry averaged \$15.51 hourly compared to those in State and local government averaging \$20.28. Within blue-collar occupations, private industry employees received \$14.99 per hour compared to their counterparts in State and local government who received \$13.93 per hour. Differences in average hourly earnings between private industry and State and local government could be due to differences in the occupational mix as well as to differences in basic pay rates.

The National Compensation Survey also provides wage data by selected characteristics such as full-/part-time employment, union/nonunion status, time/incentive status, and establishment size. For example, full-time workers in the Youngstown-Warren area averaged \$15.56 per hour and part-time workers were paid \$7.56. Time workers, whose wages are based solely on an hourly rate or salary, earned \$14.62, and workers whose wages are at least partially based on productivity payments such as piece rates, earned \$15.57. Employees averaged \$10.88 per hour in establishments with 50-99 workers. In establishments of 500 or more workers, staff averaged \$19.04. (See tables C-1 and C-3.)

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

Survey Availability

Complete survey results are contained in the National Compensation Survey, Youngstown-Warren, Ohio, June 1998, (Bulletin 3095-62). Copies of survey tables are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880. Using a touch-tone telephone, choose menu option "1" to select up to four documents at a time which will be faxed to you within minutes 24-hours a day.

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Printed copies of the June 1998 National Compensation Survey for the Youngstown-Warren, OH, Metropolitan Area, Bulletin 3095-62 are available for \$5.00 (postpaid) from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 9:00 AM and 4:00 PM Eastern Time at (312) 353-1880.

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Technical Note

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. . (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. . (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm>, and as Document No. 9944 on the BLS Fax-on-Demand.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Youngstown-Warren, OH, June 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$14.68	\$6.00	\$8.65	\$13.42	\$20.00	\$23.57
All occupations excluding sales	14.97	6.15	9.14	13.80	20.11	23.57
White-collar occupations	16.74	6.40	9.56	13.93	22.11	30.70
White-collar occupations excluding sales	18.06	7.63	10.64	15.07	23.32	31.78
Professional specialty and technical occupations	21.32	12.00	15.01	19.96	26.50	32.23
Professional specialty occupations	22.59	13.56	17.51	21.30	28.30	32.48
Engineers, architects, and surveyors	25.60	18.02	21.12	25.00	30.00	32.10
Engineers, N.E.C.	25.16	18.02	21.12	25.00	29.38	32.94
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related occupations	18.71	14.81	16.53	18.62	20.06	23.86
Registered nurses	19.36	14.81	17.45	18.62	21.30	23.97
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.64	16.24	20.12	27.05	31.78	33.77
Elementary school teachers	25.92	17.32	20.92	26.13	31.14	33.77
Secondary school teachers	27.39	19.08	23.30	27.12	31.78	35.86
Teachers, N.E.C.	26.33	16.89	19.82	28.52	32.00	33.56
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	12.63	10.24	10.24	11.80	12.39	13.81
Social workers	13.53	10.84	11.80	12.22	13.81	13.81
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	14.53	6.75	10.88	10.88	18.51	26.19
Technical occupations	16.84	11.25	12.44	13.92	21.25	24.77
Licensed practical nurses	12.88	11.65	12.36	13.03	13.50	14.01
Drafters	23.58	9.00	12.00	18.00	35.53	35.71
Executive, administrative, and managerial occupations ...	27.96	11.13	17.22	24.85	32.79	44.66
Executives, administrators, and managers	32.24	17.22	21.91	28.95	35.75	47.37
Managers and administrators, N.E.C.	38.22	20.40	27.34	34.71	38.22	49.07
Management related occupations	18.99	10.80	11.13	16.69	25.36	30.16
Management related occupations, N.E.C.	27.35	23.12	25.85	27.14	28.86	32.34
Sales occupations	10.28	5.50	5.80	7.60	12.85	20.19
Sales workers, other commodities	7.06	5.50	5.50	5.55	8.12	10.50
Cashiers	7.01	5.35	5.58	6.00	7.00	8.65
Administrative support occupations, including clerical	10.62	6.36	7.88	10.27	12.55	15.00
Secretaries	10.40	7.00	8.30	9.65	12.40	15.34
Receptionists	7.38	6.10	7.25	7.44	7.49	8.35
Records clerks, N.E.C.	10.20	8.53	9.62	10.07	10.90	11.71
Bookkeepers, accounting and auditing clerks	11.03	9.17	9.35	10.50	13.21	14.29
Traffic, shipping and receiving clerks	10.10	5.46	7.57	9.85	12.43	12.97
Stock and inventory clerks	12.11	8.15	10.30	13.36	14.06	14.06
General office clerks	11.18	7.45	9.19	10.62	12.30	16.49
Teachers' aides	8.24	5.15	7.01	7.37	10.90	11.26
Administrative support occupations, N.E.C.	9.83	6.92	8.00	9.41	11.24	14.72
Blue-collar occupations	14.95	7.11	10.42	14.98	20.39	21.34
Precision production, craft, and repair occupations	18.11	11.58	14.80	17.97	22.41	23.66
Industrial machinery repairers	19.30	13.27	17.28	20.49	23.57	23.57
Mechanics and repairers, N.E.C.	16.07	11.90	14.93	15.03	17.92	20.21
Electricians	21.73	15.48	20.75	23.57	23.57	23.57
Supervisors, production occupations	20.54	9.70	16.35	21.08	26.48	28.10
Machinists	14.98	11.59	13.74	16.00	16.00	16.05
Machine operators, assemblers, and inspectors	15.47	8.00	11.01	16.08	20.61	20.61
Punching and stamping press operators	15.46	8.70	11.51	14.64	19.55	20.39
Grinding, abrading, buffing, and polishing machine operators	10.95	8.55	9.10	9.35	11.25	16.70
Fabricating machine operators, N.E.C.	14.97	7.75	10.00	13.81	20.65	20.65
Furnace, kiln, and oven operators, except food ...	14.51	9.10	13.96	15.40	16.60	17.41
Miscellaneous machine operators, N.E.C.	15.14	7.65	9.89	15.79	20.42	20.65
Welders and cutters	14.79	10.14	11.01	12.77	19.82	20.40
Miscellaneous hand working occupations, N.E.C.	9.27	5.50	8.35	8.50	12.48	12.55
Production inspectors, checkers and examiners ..	12.48	6.50	8.59	13.49	15.93	19.24
Transportation and material moving occupations	14.80	9.01	11.65	14.74	17.48	20.68

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Youngstown-Warren, OH, June 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Blue-collar occupations (-Continued)						
Transportation and material moving occupations (-Continued)						
Truck drivers	\$13.56	\$11.06	\$11.38	\$14.43	\$15.02	\$15.83
Bus drivers	9.48	6.00	8.00	9.48	11.00	12.70
Crane and tower operators	12.02	6.85	8.65	12.78	13.37	14.74
Industrial truck and tractor equipment operators ..	16.56	9.60	12.34	19.92	20.09	21.14
Handlers, equipment cleaners, helpers, and laborers	10.16	5.46	6.25	8.55	13.44	17.51
Production helpers	8.78	5.50	7.45	7.75	10.86	11.96
Stock handlers and baggers	10.01	5.45	6.00	8.50	11.02	19.72
Machine feeders and offbearers	9.83	7.70	8.25	8.55	10.86	14.56
Freight, stock, and material handlers, N.E.C.	12.94	7.50	8.46	14.90	14.90	16.16
Hand packers and packagers	8.09	5.30	5.51	7.00	8.25	12.69
Laborers except construction, N.E.C.	9.52	5.25	5.82	8.05	12.57	16.34
Service occupations						
Protective service occupations	8.81	5.15	5.50	7.45	11.30	14.73
Food service occupations	14.23	9.69	12.35	14.27	17.33	20.02
Waiters and waitresses	5.74	2.13	3.50	5.50	6.50	9.50
Cooks	2.46	2.13	2.13	2.15	2.30	3.50
Food preparation occupations, N.E.C.	7.55	5.50	6.00	6.50	8.55	9.85
Health service occupations	6.25	5.15	5.30	5.95	6.41	8.25
Nursing aides, orderlies and attendants	8.26	5.92	6.60	7.38	10.66	11.80
Cleaning and building service occupations	7.83	5.75	6.60	7.00	8.75	11.34
Janitors and cleaners	8.40	5.15	5.50	7.05	10.95	12.68
Personal service occupations	8.51	5.15	5.47	7.30	11.16	12.68
	8.61	5.15	5.25	7.94	9.89	14.33

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Youngstown-Warren, OH, June 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$15.56	\$7.56	\$16.67	\$12.67	\$14.62	\$15.57
All occupations excluding sales	15.79	7.74	16.71	12.99	14.91	15.88
White-collar occupations	17.57	10.19	20.07	15.69	16.83	14.48
White-collar excluding sales	18.61	12.31	20.43	17.15	18.09	—
Professional specialty and technical occupations	22.10	15.07	25.00	18.84	21.32	—
Professional specialty occupations	23.22	16.32	26.35	19.63	22.59	—
Technical occupations	17.73	12.91	17.22	16.69	16.84	—
Executive, administrative, and managerial occupations ...	28.00	—	—	27.96	28.42	—
Sales occupations	11.49	6.39	—	10.24	9.71	13.69
Administrative support including clerical occupations	10.86	8.16	11.96	10.18	10.65	—
Blue-collar occupations	15.29	7.44	16.79	10.15	14.81	16.27
Precision production, craft, and repair occupations	18.13	—	18.82	15.88	18.20	—
Machine operators, assemblers, and inspectors	15.61	7.99	—	8.82	15.39	16.95
Transportation and material moving occupations	15.12	10.57	16.14	11.92	13.84	16.62
Handlers, equipment cleaners, helpers, and laborers	10.75	5.95	13.05	6.81	10.00	12.64
Service occupations	10.41	5.38	11.46	6.79	8.82	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Youngstown-Warren, OH, June 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$14.14	\$10.88	\$15.16	\$11.57	\$19.04
All occupations excluding sales	14.45	11.24	15.43	11.61	19.05
White-collar occupations	15.51	13.76	16.03	12.91	20.91
White-collar excluding sales	17.05	16.51	17.19	13.67	20.97
Professional specialty and technical occupations	18.99	19.72	18.82	16.98	20.03
Professional specialty occupations	19.95	20.34	19.87	16.39	21.68
Technical occupations	16.96	18.78	16.42	17.85	14.82
Executive, administrative, and managerial occupations ...	29.25	23.43	30.89	28.42	32.12
Sales occupations	10.17	7.45	11.38	11.32	—
Administrative support, including clerical occupations	10.30	10.89	10.14	9.07	12.79
Blue-collar occupations	14.99	12.21	15.61	11.51	—
Precision production, craft, and repair occupations	18.31	15.83	19.10	15.16	—
Machine operators, assemblers, and inspectors	15.47	9.54	16.06	10.90	—
Transportation and material moving occupations	14.85	13.27	15.65	14.76	17.97
Handlers, equipment cleaners, helpers, and laborers	10.01	8.43	10.43	8.94	15.26
Service occupations	7.09	5.81	8.48	6.62	11.51

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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